

Management Drivers for Board of Administration Direct Reports

Achieve By June 30, 2012, achieve improvements in enterprise management by:

1. Maintaining an average position vacancy rate of 5 percent or less through 2011-12.
- ~~2. Maintain a 90 percent completion rate for employee performance reviews (e.g., EPADs, probationary reports).~~
2. Ensuring that all Form 700 Statements of Economic Interest are filed by scheduled employees in compliance with by the legally mandated due date of April 1, 2012 and all Enhanced Reviews are completed by the mandated due date of May 1, 2012.
3. Ensuring all scheduled employees complete the legally mandated AB 1234 ethics training course by June 30, 2012.
4. Maintaining a 90 percent performance reviews (EPADs, Probation Reports, etc.) completion rate and 100 percent compliance using the new diversity and inclusion performance factor in annual manager and supervisor reviews.
- ~~5. Ensure operational resources are managed within prescribed budget limits.~~
5. Addressing and resolving Resolve all outstanding internal audit findings within 12 months of receipt of audit report in a manner consistent with the Audit Resolution Policy.
6. Ensuring a minimum of 2 hours per month is spent on employee recognition.
7. Completing the *Executive D & I Development Journey* course, including completion of all pre-and post-session work assignments.
- ~~8. Lead the efforts to reinforce the adoption of CalPERS' Core Values by conducting quarterly sessions with direct reports addressing the guiding behaviors emanating from the Core Values, and by spending a minimum of 2 hours per month on employee recognition.~~
- ~~8. Lead the efforts to strengthen the organization's commitment to the principles of diversity and inclusion by conducting Conducting a minimum of at least two direct report team sessions on diversity and inclusion awareness sessions with direct reports and by completing the Executive Diversity and Inclusion Journey course.~~
9. Effectively managing all operational resources within prescribed budget limits.
10. Conducting direct report sessions on renewal of our core values and guiding behaviors to ensure that we are adhering to these convictions at least once a quarter.
11. Ensuring 80 percent of all managers and supervisors complete risk management training by December 31, 2011 and 90 percent of all staff complete the Values Workshop by June 30, 2012.
12. Reducing consultant contract expenditures by 5 percent by June 30, 2012.